

Senate File 396

H-1291

1 Amend Senate File 396, as amended, passed, and
2 reprinted by the Senate, as follows:

3 1. Page 1, by striking lines 29 and 30 and
4 inserting <devices, information technology>

5 2. Page 31, after line 24 by inserting:

6 <Sec. _____. Section 8A.402, subsection 1, Code 2013,
7 is amended by adding the following new paragraph:

8 NEW PARAGRAPH. *i.* The development and
9 implementation of a plan to centralize the human
10 resource management functions for state executive
11 branch agencies within the department, except for
12 institutions under the control of the state board of
13 regents.

14 Sec. _____. DEPARTMENT OF ADMINISTRATIVE SERVICES —
15 CENTRALIZED HUMAN RESOURCE MANAGEMENT.

16 1. The director of the department of administrative
17 services shall develop and implement a plan to
18 centralize the human resource management functions
19 for executive branch agencies under the department of
20 administrative services, except for institutions under
21 the control of the state board of regents, by December
22 15, 2015.

23 2. The centralized human resource management plan
24 shall do all of the following:

25 a. Identify the human resource duties and processes
26 being utilized by each agency.

27 b. Identify the positions being utilized by the
28 agencies to perform the human resource duties.

29 c. Establish best practices for a consolidated
30 human resources model and identify the estimated cost
31 savings that will result from implementation of the
32 plan.

33 d. Detail and implement an organizational structure
34 to support a fully consolidated human resources model.

35 e. Identify space, technology, and equipment needs,
36 and acquire and implement such tools and resources in
37 support of the consolidated human resources model.
38 Such efforts shall be done in collaboration with
39 affected executive branch agencies and the state chief
40 information officer and the general services, state
41 accounting, and information technology enterprises of
42 the department of administrative services.

43 f. Establish a comprehensive budget to be used and
44 establish the utility rate to be charged each agency as
45 a result of the consolidation.

46 g. Establish detailed timelines for transition and
47 communicate the timelines to the agencies.

48 3. State executive branch agencies, except for
49 institutions under the control of the state board of
50 regents, shall do all of the following:

1 a. Provide the department of administrative
2 services with all of the following information:
3 (1) Information regarding the human resource duties
4 and responsibilities being performed by agency staff.
5 (2) The direct and indirect costs associated with
6 agency staff performing human resource duties.
7 (3) Information about the human resource
8 information and records storage systems being used to
9 perform human resource work.

10 b. Adjust internal staffing as required in the
11 centralized human resource management plan developed by
12 the department of administrative services.

13 c. Agencies outside of the department of
14 administrative services shall not hire or replace any
15 staff for the purposes of conducting human resource
16 work. The department of administrative services shall
17 partner with agencies to transition and consolidate
18 work in the human resource enterprise of the department
19 of administrative services.

20 d. Transition to the human resources and payroll
21 systems selected and operated by the department
22 of administrative services pursuant to timelines
23 identified by the department of administrative
24 services.

25 e. Adhere to all objectives and timelines required
26 in the centralized human resource management plan
27 developed by the department of administrative services.

28 Sec. _____. HUMAN RESOURCES PERSONNEL — TRANSITION
29 PROVISIONS. Any noncontract employee who is subject
30 to an employer-mandated reassignment, reduction in
31 hours, layoff, or potential termination as a result of
32 the implementation of the centralized human resource
33 management plan as provided in this division of
34 this Act shall not be authorized to bump or replace
35 an employee in a position covered by a collective
36 bargaining agreement. In order to implement this
37 requirement, if a layoff of noncontract employees
38 were to occur as the result of the centralized human
39 resource management plan, then the layoff units
40 specified within the layoff plan shall not include any
41 positions covered by a collective bargaining agreement.
42 For purposes of this section, a noncontract employee
43 means an employee of the state in a position that is
44 not covered by a collective bargaining agreement.>

45 3. Page 33, after line 23 by inserting:
46 <Sec. _____. Section 135.11, subsection 24, Code
47 2013, is amended to read as follows:
48 24. ~~Establish an abuse education review panel for~~
49 ~~review and approval of~~ Review and approve mandatory
50 reporter training curricula for those persons who work

1 in a position classification that under law makes the
2 persons mandatory reporters of child or dependent adult
3 abuse and the position classification does not have a
4 mandatory reporter training curriculum approved by a
5 licensing or examining board.>

6 4. Page 34, after line 13 by inserting:
7 <Sec. _____. Section 232.69, subsection 3, paragraph
8 d, subparagraph (2), Code 2013, is amended to read as
9 follows:

10 (2) A training program using a curriculum approved
11 by the ~~abuse education review panel established by the~~
12 director of public health pursuant to section 135.11.

13 Sec. _____. Section 235B.16, subsection 5, paragraph
14 d, subparagraph (2), Code 2013, is amended to read as
15 follows:

16 (2) A training program using a curriculum approved
17 by the ~~abuse education review panel established by the~~
18 director of public health pursuant to section 135.11.

19 Sec. _____. Section 235B.16, subsection 5, paragraph
20 e, Code 2013, is amended to read as follows:

21 e. A person required to complete both child
22 abuse and dependent adult abuse mandatory reporter
23 training may complete the training through a program
24 which combines child abuse and dependent adult abuse
25 curricula and thereby meet the training requirements of
26 both this subsection and section 232.69 simultaneously.
27 A person who is a mandatory reporter for both child
28 abuse and dependent adult abuse may satisfy the
29 combined training requirements of this subsection
30 and section 232.69 through completion of a two-hour
31 training program, if the training program curriculum
32 is approved by the appropriate licensing board or
33 the ~~abuse education review panel established by the~~
34 director of public health pursuant to section 135.11.>

35 5. By renumbering as necessary.

HAGENOW of Polk